

# WREG

## EEO PUBLIC FILE REPORT

### April 1, 2018 - March 31, 2019

#### Statement of EEO Policy

This EEO Public File Report is filed in compliance with Section 73.2080(c)(6) of the FCC's EEO Rules. This Report has been prepared on behalf of the Station Employment Unit that is comprised of Station(s) WREG, Memphis, Tennessee.

WREG, an equal opportunity employer, is dedicated to providing broad outreach regarding job vacancies, and we seek the help of local organizations in referring qualified applicants. Organizations that wish to receive information about vacancies at the station should contact Human Resources at 901-543-2333.

For purposes of this Report, a vacancy was deemed "filled" not when the offer was extended, but when the hiree accepted the job offer and passed a background check and drug test (if required). A person was deemed "interviewed" whether he or she was interviewed in person, over the phone or via email. The Recruitment Sources are identified by number and listed (with complete contact information) in the attachment.

## I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive	2-4, 8, 10-14, 16-22, 24-33, 35-50, 53, 55	35
Account Executive	2-4, 7-8, 10, 12-14, 16-22, 24-33, 36-52, 55	51
Multi-Media Journalist	1-4, 7-8, 10, 12-14, 16-22, 24-34, 36-50, 55	34
Traffic Coordinator	2-5, 7-8, 12-14, 16-21, 24-33, 36-50, 53-55	53
Dir, Sports	1-5, 7-8, 12-14, 16-21, 24-33, 36-50, 54-55	1
Producer	2-5, 7-9, 12-14, 16-21, 24-33, 36-50, 54-55	9
Producer, Executive	1-5, 7-8, 12-14, 16-21, 24-33, 37-50, 54-55	5
Director, Technician	2-4, 7-9, 12-14, 16-21, 24-33, 37-50, 53-55	9
Director, Technician	2-4, 7-9, 12-14, 16-21, 24-33, 37-50, 53-55	9
ENG Editor	2-4, 7-8, 12-14, 16-21, 24-33, 37-50, 54-55	42
Account Executive	2-4, 7-8, 12-14, 17-21, 24-33, 37-50, 52, 54-55	52
Producer	2-5, 7-8, 12-21, 24-33, 37-50, 54-55	15
Operator	2-4, 7-9, 12-14, 17-21, 24-33, 37-50, 53-55	9

**WREG**  
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Oper, Production	2-4, 6-8, 12-14, 16-21, 24-33, 37-50, 53-55	6
Editor, Assignment Desk	2-4, 7-8, 12-14, 16-21, 24-33, 37-50, 54-55	8
Oper, Production	2-4, 7-9, 12-14, 16-21, 24-33, 37-50, 54-55	9
Digital Reporter/Producer	2-5, 7-8, 12-14, 16-21, 24-31, 33, 37-50, 54-55	8
Mgr, National Sales	2-4, 7-8, 10, 12-14, 16-33, 36-50, 53-55	8
Photographer	2-4, 7-10, 12-14, 16-33, 36-50, 53, 55	9
Reporter/Anchor	1-5, 7-8, 10, 12-14, 16-21, 23-33, 36-50, 53-55	5

**WREG**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2018 - March 31, 2019**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	Agency Referral	N	7
2	Alpha Kappa Alpha 3516 Horn Lake Road Memphis, Tennessee 38109 Phone : 901-360-1978 Mary Hines Manual Posting	N	0
3	Bridge Builders 477 N. Fifth Memphis, Tennessee 38105 Phone : 901-452-5600 Email : cham@bridgesusa.org Rhonda Lambert	N	0
4	Christian Brothers University 650 E. Parkway, South Memphis, Tennessee 38104 Phone : (901) 321-3330 Url : <a href="http://www.cbu.edu">http://www.cbu.edu</a> Email : crogers@cbu.edu Curt Rogers	Y	0
5	Employee Referral	N	12
6	Former Employee	N	1
7	Full Sail University 3300 University Blvd. Winter Park, Florida 32792 Phone : 407-679-6333 Email : camis@fullsail.com Career Development Office	Y	0
8	Indeed 7501 N. Capital of Texas Hwy Bldg B Austin, Texas 78731 Phone : 203-564-2418 Url : <a href="http://www.indeed.com">http://www.indeed.com</a> Online Posting Manual Posting	N	18
9	Internal Transfer/Promotion	N	6

**WREG**  
**EEO PUBLIC FILE REPORT**  
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10	ITT Technical Institute 7260 Goodlett Farms Prkwy Cordova, Tennessee 38016 Phone : 901-762-0556 Email : cconnington@itt-tech.edu Carla Connington	Y	0
11	Job Board	N	1
12	Junior League of Memphis 3475 Central Ave Memphis, Tennessee 38111 Phone : 901-452-2151 Email : pat@jlmemphis.org Pat Pope	N	0
13	League of Women Voters of Memphis & Shelby County 1564 Westlawn Memphis, Tennessee 38111 Phone : 901-327-6892 Lucy Stansbury Manual Posting	N	0
14	Lemoyne-Owen College 807 Walker Ave Memphis, Tennessee 38126 Phone : 901-942-7360 Email : Denita_hedgeman@loc.edu Denita Hedgeman	Y	0
15	Linked In	N	1
16	MediaLine P.O. Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Email : medialine@medialine.com Mark Shilstone	N	0
17	Memphis Advertising Federation 24 S Cooper Memphis, Tennessee 38104 Phone : 901-748-8889 Career Opportunities Manual Posting	N	0

**WREG**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2018 - March 31, 2019**

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18	Memphis Area Career Center 444 N Mail Memphis, Tennessee 38104 Phone : 901-545-2240 Email : margie.lawson@memphistn.gov Margie Lawson	Y	0
19	Memphis Chpt of Links 5140 Kirkcaldy Memphis, Tennessee 38128 Phone : 901-545-4236 Katherine Kirk Manual Posting	N	0
20	Memphis City Schools - Pupil Services 1266 Poplar Memphis, Tennessee 38104 Phone : 901-416-6284 Clark White Manual Posting	N	0
21	Memphis College of Art 1930 Poplar Memphis, Tennessee 38104 Phone : 901-726-4085 Email : careers@mca.edu Gadsby Creson	N	0
22	Memphis Job Corp Center 1555 McAlister Memphis, Tennessee 38116 Phone : 901-396-2800 Email : walton.sonya@jobcorps.org Sonya Walter	N	0
23	Memphis Urban League 413 N Cleveland Memphis, Tennessee 38104 Phone : 901-272-2491 Email : sdallas@memphisul.org Sandra Dallas	N	0
24	Memphis Works 4189 Leroy Memphis, Tennessee 38108 Phone : 901-767-0922 David Van Isaks Manual Posting	N	0

**WREG**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2018 - March 31, 2019**

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25	MIFA (Mphs Inter-Faith Assoc) P.O. Box 3130 Memphis, Tennessee 38173 Phone : 901-527-0208 Tom Webb Manual Posting	N	0
26	Mississippi State Univ P.O. Box 5268 Mississippi State, Mississippi 39762 Phone : 662-325-3344 Url : <a href="http://www.career.msstate.edu/employers/">http://www.career.msstate.edu/employers/</a> Email : <a href="mailto:mjones@career.msstate.edu">mjones@career.msstate.edu</a> Career Placement Officer	Y	0
27	Mpact Memphis 506 S Main Memphis, Tennessee 38103 Phone : 901-528-8340 Career Assistance Manual Posting	N	0
28	NAACP - Memphis Branch 588 Vance Ave Memphis, Tennessee 38126 Phone : 901-521-1343 Email : <a href="mailto:nmemph1@comcast.net">nmemph1@comcast.net</a> Madeleine Taylor	N	0
29	National Association of Black College Broadcasters PO Box 3191 Atlanta, Georgia 30326 Phone : 404-523-6136 Email : <a href="mailto:lojelks@aol.com">lojelks@aol.com</a> Lo Jelks	N	0
30	National Coalition of 100 Black Women of Memphis P.O. Box 1703 Memphis, Tennessee 38101 Phone : 901-345-3600 Cassandra Webster Manual Posting	N	0
31	National Council of Negro Women, Inc c/o Delores Burrows 3449 Austin Peay Hwy Memphis, Tennessee 38128 Phone : 901-373-8052 Delores Burrows Manual Posting	N	0

**WREG**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2018 - March 31, 2019**

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32	Northwest Mississippi College 51 N. Panola Senatobia, Mississippi 38668 Phone : 662-562-3200 Email : smayo@northwestms.edu Larry Simpson	N	0
33	Operation Stalnd Down Memphis PO Box 11634 Memphis, Tennessee 38111 Phone : 901-527-0238 Email : osdm2010@gmail.com William Jones	N	0
34	Other Source	N	1
35	Recruiter	N	1
36	Remington College 3710 Nonconnah Blvd Memphis, Tennessee 38132 Phone : 901-291-4247 Email : patricia.allsbrooks@remingtoncollege.edu Patricia Allsbrooks	N	0
37	Rust College 150 Rust Ave Holly Springs, Mississippi 38635 Phone : 662-252-4661 (est 209) Email : jpeaches@rustcollege.edu Martha Howard	N	0
38	Southwest Tennessee Community College- Careet Services 5983 Macon Cove Memphis, Tennessee 38134 Phone : 901-333-4180 Email : abanks@southwest.tn.edu Angela Banks	Y	0
39	SW TN Community College Career Svcs 5983 Macon Cove Memphis, Tennessee 38134 Phone : 901-333-4180 Email : wwalker@southwest.tn.edu W Walker	Y	0

**WREG**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2018 - March 31, 2019**

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40	TN Dept of Employment Security 1295 Poplar Ave Memphis, Tennessee 38104 Phone : 901-543-7535 Raymond Neal Manual Posting	N	0
41	Tribune - Intranet/Career 435 N Michigan Ave Chicago, Illinois 60611 Phone : 214-252-3485 Url : <a href="http://www.tribunemediacareers.com">http://www.tribunemediacareers.com</a> Online Posting Manual Posting	N	0
42	TribuneMediaCareers.com 435 N. Michigan Ave Chicago, Illinois 60611 Url : <a href="http://www.tribunemediacareers.com">http://www.tribunemediacareers.com</a> Online Posting Manual Posting	N	23
43	TV Jobs North Carolina Url : <a href="http://www.tvjobs.com">http://www.tvjobs.com</a> Career Services Manual Posting	N	5
44	University of Memphis - Art Dept 201 Jones Hall Memphis, Tennessee 38152 Phone : 901-678-2216 Email : <a href="mailto:jjacksn2@memphis.edu">jjacksn2@memphis.edu</a> Jed Jackson	Y	0
45	University of Memphis - Career Svcs 400 Wilder Tower Memphis, Tennessee 38152 Phone : 901-678-2239 Karen Hayes Manual Posting	Y	0
46	University of Memphis - Comm & Fine Arts CFA Building 232 Memphis, Tennessee 38152 Phone : 901-678-2350 Email : <a href="mailto:rranta@memphis.edu">rranta@memphis.edu</a> Richard Ranta	Y	0



**WREG**  
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47	University of Memphis - Communications/Journalism 143 Teatre Comm Bldg. Memphis, Tennessee 38152 Phone : 901-678-2350 Roxanna Gee Manual Posting	Y	0
48	University of Memphis - Engineering Memphis, Tennessee 38152 Phone : 901-678-2171 Professor Babajide Manual Posting	Y	0
49	University of Memphis - Journalism 300 Meeman Building Memphis, Tennessee 38152 Phone : 901-678-2158 Kathleen Wickman Manual Posting	Y	0
50	University of Missouri 76 Gannett Hall Columbia, Missouri 65211 Phone : 573-882-0373 Email : career@missouri.edu Barabara Willis	N	0
51	Walk In/Self-Referral	N	1
52	Word of Mouth Referral	N	4
53	WREG.com 803 Channel 3 Drive Memphis, Tennessee 38103 Phone : 901-543-2333 Url : www.wreg.com Email : George.Brown@wreg.com George Brown	N	14
54	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0

**WREG**  
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55	YWCA of Greater Memphis 1044 Mississippi Blvd Memphis, Tennessee 38126 Phone : 901-948-8899 Email : rbarnett@memphisywca.org Career Services	Y	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>95</b>

**WREG**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2018 - March 31, 2019**

**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	5/17/2018	Participation in events sponsored by community groups	The Memphis Chapter Links, a chapter devoted to helping young minority women learn about job opportunities in their area. Anchor did a workshop on journalism careers to a group of high school girls connected to this chapter.	1	Anchor
2	6/4/2018	Establishment of an intern program designed to assist members of the community	Station collaborated with City of Memphis to establish and implement a summer internship program. College students worked a total of 180 hours in the production and news departments.	5	
3	9/11/2018	Participation in events or programs sponsored by educational institutions	News/Weather Anchor spoke to a Media Class at Desoto County Career and Technical Center on their career in journalism.	1	News/Weather Anchor
4	11/29/2018	Participation in events or programs sponsored by educational institutions	Osceola High School students toured the station to learn about the various disciplines in broadcast media.	3	News Director Production Supervisor Meteorologist
5	1/26/2019	Participation in events or programs sponsored by educational institutions	Spoke at the robotics competition at the University of Memphis encouraging students who are leaning toward STEM careers and their impact on broadcast media.	1	General Manager
6	2/25/2019	Provision of training to management	Managers attended Discrimination and Harassment Prevention Training.	7	HR Manager General Manager News Director General Sales Manager